



## Out of Home Care Program

Job Package

Full Time

**Therapeutic Specialist**

### **Pathfinders**

Pathfinders is a large community-based organisation providing Supported Accommodation and Homelessness services, Family and Youth Support services, National Aboriginal Birth Certificate program, and Out of Home Care services.

The Intensive Therapeutic Residential Care program aims to provide a home-like environment for young people who are unable to live at home, build positive coping strategies and maintain and develop links between the young people and their birth families and community. The program aims to meet high standards for health, education, vocation and social competencies amongst all young people.

### **The Sanctuary Model**

Sanctuary is an organisational framework that ensures that our culture and practices are guided by Trauma-informed principles. Sanctuary goes beyond providing a set of tools and techniques – it is a culture shift to address the effects of trauma at every level.

Pathfinders have made a commitment to embed the accredited and widely adopted Sanctuary model into every aspect of our organisation.

### **Role of the Therapeutic Specialist**

The Therapeutic Specialist provides clinical leadership and consultation to the team. They also provide primary and secondary therapeutic support for children and young people in out- of-home care. This role includes managing the dynamic, transactional and systemic broader systems of support around the young person.

## Essential Criteria

- Appropriate tertiary qualification(s) in Psychology, Social Work, Occupational Therapy, Mental Health or a related discipline.
- Post graduate training in relevant child, adolescent and family clinical practice, family therapy and systemic thinking is preferred.
- Experience in completing assessments for children and young people and using the findings to complete a comprehensive therapeutic written report or care plan designed to inform staff and child interactions and the Care Team's planning.
- A knowledge and understanding of Aboriginal culture and values and an awareness of the current issues faced by Aboriginal children, young people and their families.
- Practice knowledge relevant to working with traumatised and vulnerable children, young people and families such as child development and the impact of trauma; including the ability to provide therapeutic clinical assessment and trauma informed interventions.
- A well-developed understanding of Attachment and Trauma Theories, their relationship to child abuse and neglect, together with an understanding of social, emotional and cognitive disabilities and an ability to assist others to understand their associated implications.
- Experience in providing supervision, secondary consultation, training and advice to clinicians, other professionals, staff and carers.
- Proven highly developed interpersonal skills, emotional intelligence and excellent engagement skills, especially in engaging children and young people who have experienced significant trauma, disrupted attachment and demonstrate extreme emotional and behavioural dysregulation.
- Ability to work collaboratively and the demonstrated capacity to negotiate and liaise with internal and external stakeholders including, Territory Families, other agencies and the community.
- Demonstrable analytical problem-solving skills, the ability to assess options and identify and implement creative, innovative and flexible solutions.
- Evidence of a holistic understanding of the complexity of the child protection and out-of-home care service system and the issues involved in providing services to statutory clients.
- Willingness to align personal values consistent with the values of Pathfinders, including a willingness to embrace the Sanctuary Model and principles.
- Willingness to sign and actively abide by Pathfinders Code of Conduct.
- Observe and actively support Pathfinders WH&S policy and strategy.

- Attend mandatory and other training as required.
- Participate in and promote continuous quality improvement processes.
- Promote an environment that is culturally safe and strengths focused.
- Abide by principles and commitments of the Sanctuary Framework.
- Travel as required.

## Conditions

This position is identified as child related employment and Prohibited persons under the Child Protection Act 2012 are not eligible to apply. The successful applicant will be required to provide a current Ochre Card and a Nationally Coordinated Criminal History Check (NCCHC).

Applicants are also required to:

- Adopt Pathfinders program philosophy and engage in training when provided, including WHS.
- Provide First Aid Certificate or willingness to obtain.
- Provide a copy of unencumbered driver's license.
- Provide a current paid Ochre Card number.
- Provide a current Nationally Coordinated Criminal History Check (NCCHC).

## Enquiries

**Application Enquiries** –Please email: [hr@pathfinders.ngo](mailto:hr@pathfinders.ngo)

## Guide for applicants

Pathfinders observe EEO principles when selecting and recruiting staff. Positions are offered on the basis of merit, that is, the applicant considered to be the most capable of doing the job is selected.

Qualifications, experience, skills, standard of work, and personal qualities relevant to the position advertised are considered when making the decision.

## How to apply

**Applicants MUST follow these steps to be considered for the position.**

1. Prepare a typed application which includes:
  - A statement against each of the essential and desirable selection criteria for the position, giving examples to demonstrate how you meet them.
  - A current resume detailing your relevant skills and experience.
  - A photocopy of your current Driver's license.
  - Copies of identification documents (e.g. Medicare card, passport, or birth certificate) to meet the 100 points of identification requirement.
  - A photocopy of your current Nationally Coordinated Criminal History Check.
  - A photocopy of your current Ochre Card number.
  - A photocopy of your current First Aid Certificate, or evidence of a confirmed booking for upcoming First Aid training
  - A photocopy of your relevant academic qualifications.
  - Provide the names and contact phone numbers of two current work-related referees (including at least one recent supervisor). Please ensure your referees are aware they may be contacted by Pathfinders during business hours.
2. Please email applications to [hr@pathfinders.ngo](mailto:hr@pathfinders.ngo)

## Interview

If you are selected for an interview, you will be contacted by telephone or email. If you need wheelchair access, an interpreter because you are hearing impaired, or have any other requirements, please advise so we can make appropriate arrangements.

Interviews are conducted by a selection panel.

Only questions related to the requirements of the position will be asked.



## Out of Home Care Program

### Position Description

Full Time

### Therapeutic Specialist

<b>Position Title:</b>	Therapeutic Specialist
<b>Responsible to:</b>	Intensive Therapeutic Residential Care Service Manager
<b>Program:</b>	Intensive Therapeutic Residential Care
<b>Position Status:</b>	<b>Full Time</b>
<b>Salary:</b>	<b>SCHADS 7.1</b>
<b>Location:</b>	<b>Greater Darwin Area</b> Travel will be required

### Purpose of position

The Therapeutic Specialist provides clinical leadership and consultation to the team. They also provide primary and secondary therapeutic support for children and young people in out- of-home care. This role includes managing the dynamic, transactional and systemic broader systems of support around the young person.

### Reporting relationship and accountabilities

Therapeutic Specialist will:

- Be responsible to the ITRC Service Manager.
- Implement strategies and tasks set by the ITRC Service Manager to achieve the goals of Pathfinders.
- Participate in the day-to-day operations of the young peoples' programs (OOHC and Disabilities).
- Nurture the relationships between all Pathfinders teams.

## Specific tasks and responsibilities

Therapeutic Specialist will:

- Provide therapeutic leadership and trauma informed interventions, based on sound practice expertise, contemporary research and program guidelines that deliver positive outcomes for vulnerable children, young people and their families.
- Ensure that appropriate assessment procedures, risk assessment, therapeutic planning processes and outcome measurements are undertaken for each child or young person in the programs as required.
- Facilitate the development of Behaviour Support Plans and Therapeutic Care Plans.
- Facilitate group work, staff especially in the areas of trauma and its impact on the child or young person.
- Facilitate regular reflective practice sessions for program staff.
- Collaborate with members of the care team to support children and young people to develop and maintain positive links within the local community.
- Work co-operatively with staff, Territory Families, and other services; and consultation to provide strategies and plans to meet the mental health needs of Pathfinders Young people (particularly within OOHC and Disability programs).
- Report regularly through Supervision internally and external Clinical supervision process.
- Participate in organisation wide service provision, training, quality assurance mechanisms and service development.
- Assist in the development of quality assurance and quality improvement frameworks for trauma informed service delivery.
- Develop and maintain effective relationships with key internal and external stakeholders.
- Represent Pathfinders as required.
- Undertake other duties and responsibilities as required

## Pathfinders Vision

The Pathfinders vision is to develop thriving communities in which all people can fully participate and develop freely through mutual trust and acceptance. We see this being achieved through collaborative strategies and best practices, a strong and respectful workforce, and advancing bold and progressive

ideas and policies.

## Pathfinders Mission

Our mission is to empower people to live with hope and equal opportunity to reach their potential. We provide hope through purpose and passion; generously sharing our expertise, knowledge and resources to make a transformative difference. We create equal opportunity by facilitating access to education, employment and safe housing; breaking down barriers that are obstacles to growth and independence.

## Pathfinders Principles of Service

The following principles guide our provision of services to children, young people and their families:

- Our practice will reflect the rights of children, young people and their families to social justice, economic and social equality and self-determination and to be free from discrimination on the basis of religion, gender, race, sexuality or disability.
- Quality service provision on the basis of equity and need.
- Community based, collaborative approaches to the provision of services.
- Individualised, flexible case planning using a strengths-based intervention model that ensures the safety, emotional security and connectedness of our clients.
- Culturally appropriate interactions with families and children are paramount.
- Participation of our clients and stakeholders in the process of service delivery and planning.
- Continuous service development and quality improvement through ongoing evaluation and review.

I acknowledge and have read and understood my responsibilities associated with this Job Description.

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**Employee Signature**

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**Date**